

ELLEN S. SALTZMAN, ESQ.

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Present Occupation: Arbitrator & Mediator

First Business Address:

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Second Business Address:

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PROFESSIONAL AFFILIATIONS:

Society of Federal Labor & Employee Relations Professionals
Association for Conflict Resolution
Industrial Research Relations Association
American Bar Association

Adjunct Faculty, Cornell University
NY State School of Industrial
and Labor Relations
American Arbitration Association

EDUCATION:

BA	Sociology	Long Island University, 1967
JD	Law	City University of New York School of Law, 1993

CERTIFICATIONS:

Law	Pennsylvania	1993	Equal Employment Opportunity Commission Mediator	1998
Law	New Jersey	1994	NASD, Employment Mediator and Arbitrator	1997

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Arbitrator, mediator and trainer experienced in a broad range of issues including employee benefits, employment and labor law, discrimination, securities, ERISA and health law.

Ms. Saltzman's professional background includes Vice President of Consulting Actuaries, Inc. and Manager of Qualified Plans at the New England Life Insurance Company. In addition, she taught elementary school, managed medical practices, was a financial consultant with Cigna Insurance Company, and an attorney involved in ERISA litigation and employee benefits. As a labor arbitrator she has disposed of issues concerning discipline and discharge, seniority, rates of pay, substance abuse and interest arbitration. She is a past national President of the Society of Federal Labor and Employee Relations Professionals, (SFLERP) and a member of Congresswoman Caroline McCarthy's Labor Advisory Committee. She is on the faculty of Cornell University NY State School of Industrial and Labor Relations, Equal Employment Opportunity & alternative dispute resolution divisions and Listed in Who's Who of American Women.

INDUSTRIES:

Aerospace; airlines; advertising; agriculture; automotive; bakery; banking; beverage; building products; brewery; broadcasting; clothing; coal; communications; construction; dairy; education; electronics; food; Health care; hotels/motels/casinos/resorts; hospitals/nursing home; mining; nuclear energy; office workers/clerical; pharmaceuticals; police and fire; printing and publishing; railroads; real estate; retail stores; sports; transportation; utilities.

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ISSUES:

Affirmative action; absenteeism; arbitrability; bargaining unit work; conduct (off duty/personal); demotion; discipline (non discharge); discipline (discharge); age discrimination; disability discrimination; race discrimination; sex discrimination; religion discrimination; national origin discrimination; drug/alcohol offenses; bonus; holidays; insurance; leave; vacation; grievance mediation; health/hospitalization; hiring Practices; job performance; job posting/bidding; jurisdictional dispute; layoffs/bumping/recall; management rights; official time; past practices; pension and welfare plans; pension claim (fed. Statute); promotion; retirement; safety/health conditions; seniority; sexual harassment; subcontracting/contracting out; tenure/reappointment; job classification & rates; overtime pay; work hrs/schedules/assignments: working conditions/work orders; violence or threats.

PERMANENT PANELS:

United Mine Workers of America and the Bituminous Coal Operators' Association, District 31
Public Employment Relations Board, Town of Hempstead, New York
US Securities and Exchange Commission and NTEU
Naval Air Station, Joint Reserve Base and the National Association of Government Employees (NAGE R3-15)
District 1199 WVKYOH, SEIU, AFL-CIO and The Council of the Southern Mountains
The National Archives and Records Administration and the American Federation of Government Employees
The American Federation of Government Employees and the Social Security Administration

ARBITRATION ROSTERS:

The National Mediation Board	National Association of Securities Dealers
New Jersey State Mediation Board	Better Business Bureau
New York State Employment Relations Board	Federal Mediation & Conciliation Service

PER DIEM FEE: \$1,200

CANCELLATION FEE: If the scheduled hearing is postponed or cancelled with notice of less than twenty-one (21) business days, the per diem fee for each day of hearing shall be charged.

Travel Time: Arbitrator generally charges ½ (one-half) day per diem for travel time when arriving the day/evening before the hearing. Charges may vary.

Expenses: Arbitrator charges actual cost of reasonable expenses including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate.